

Civil Service Conciliation and Arbitration Scheme

General Council Report 1441

(Meeting/s of 29 May 2002, 31 July 2002, 30 June 2004)

That the grades of Examiner and Examiner in Charge be amalgamated.

1. The Staff Side put forward a claim at General Council to amalgamate the grade of Examiner and Examiner in Charge.
2. The Official side rejected the claim on the following grounds;-
 - i. In the context of the Programme for Prosperity and Fairness, this claim could be reasonably classed as a pay claim. The terms and phasing of payments permitted under the Programme for Prosperity and Fairness are set out in detail in that agreement. The terms sought under this claim do not fall into a category of payment that can be claimed under that agreement and the claims made cannot be conceded.
 - ii. An amalgamation of the grades would approximately involve an equivalent upgrade from Clerical Officer to Staff Officer grade for 35 Staff.
 - iii. There were also concerns with regard to the costs involved, the knock on effect that it could have on the administrative grades, and the reduction of the career progression path leading to upward drift and pressure to create additional posts at more senior levels in the future.
3. The work of the grades whilst similar, is not identical. In the Land Registry the primary function of both the examiner of maps grade and the examiner in charge grades is the undertaking of the mapping function in the issuing of copy filed plans and in the registration of title process. Both grades undertake duties at the public counters and both grades check the work of mapping draughtspersons and assist in their training. However the key distinction between the two grades is that the grade of Examiner in Charge involves an element of supervision that does not form part of the function of the grade of Examiner of Maps. Where necessary, members of the Examiner in Charge grade can be required to undertake supervisory duties in cases where the supervisor is absent. This would involve, on a day to day basis, prioritising and assigning work, authorising leave and sanctioning flexitime credits where appropriate for more junior staff which includes Examiners of Maps.

4. Staff side asked that a report recording disagreement be prepared which would include the functions of each grade..

5. This report recording disagreement was adopted on 30 June 2004.

Agreed report, recording disagreement.

This report was adopted on 30 June 2004